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APPENDIX

MINIMUM-WAGE LAWS IN THE UNITED STATES

STATE	APPLICATION TO			STANDARDS AS DEFINED
	Terms of Labor Contract	Class of Employees	Occupations	
California (Chap. 324, Laws of 1913).	Wages, hours, and conditions of labor prejudicial to health, morals, or welfare of the workers.	Women and minors (under 18).	All occupations, trades, or industries in which women and minors are employed.	(1) Not "less than a wage adequate to supply to such women and minors the necessary cost of proper living and to maintain the health and welfare of such women and minors"; (2) maximum hours consistent with health and welfare, provided they shall not exceed the maximum fixed by statute; (3) standard conditions of labor demanded by health and welfare.
Colorado (Chap. 110, Laws of 1913).	Wages.	Women and minors (under 18).	Mercantile, manufacturing, laundry, hotel, restaurant, telephone, or telegraph business.	"Suitable" wages in view of cost of living and financial condition of the business and the probable effect thereon of any increase of the minimum wage.
Massachusetts (Chap. 706, Acts of 1912 as amended by chaps. 673 and 330, Laws of 1913).	Wages.	Women, learners, apprentices, and minors (under 18).	All occupations in which women are employed and in which Commission has reason to believe that wages paid a substantial number are inadequate.	Wages adequate "to supply the necessary cost of living and to maintain the worker in health," and suitable wages for minors.
Minnesota (Chap. 547, General Laws of 1913).	Wages.	Women and minors (males under 21 and females under 18).	All occupations where the wages of one-sixth or more of the women and minors are less than a living wage.	"Wages sufficient to maintain the worker in health and supply him with the necessary comforts and conditions of reasonable life."
Nebraska (Chap. 211, Laws of 1913).	Wages.	Women, learners and apprentices, and minors (under 18).	All occupations in which women are employed and in which the wages paid a substantial number are inadequate.	Wages "suitable" for female employees of ordinary ability in view of their needs, the financial condition of the occupation, and the probable effect thereon of any increase in the minimum paid, and "suitable" wages for learners and apprentices and minors.
Oregon (Chap. 62, Laws of 1913).	Wages, hours, and insanitary conditions having a pernicious effect.	Women and minors.	All occupations where the wages and conditions of "any considerable number" are found to be unsatisfactory.	Such wages as will cover the necessary cost of living of women of average ability, standard hours of labor, but not longer than those fixed by law, fair sanitary conditions, and suitable wages for apprentices, etc.
Utah (Chap. 63, Laws of 1913).	Wages.	Females only—women, learners, apprentices (for period of not more than a year), and minors (under 18).	All occupations.	Minors, 75 cents per day; adult learners and apprentices, 90 cents per day; others, \$1.25 per day.
Washington (Chap. 174, Laws of 1913).	Wages and conditions of labor.	Women and minors (under 18).	All industries or occupations.	"Such standards of wages for women and minors employed . . . as shall be held hereunder to be reasonable and not detrimental to health and morals, and which shall be sufficient for the decent maintenance of women."
Wisconsin (Chap. 712, Laws of 1913).	Wages.	Women and minors (under 16).	All occupations.	"Shall mean compensation for labor paid . . . sufficient to enable the employee receiving it to maintain himself or herself under conditions consistent with his or her welfare."

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MINIMUM-WAGE LAWS IN THE UNITED STATES

STANDARDS FIXED BY—	CONFERENCE SYSTEM			
	Employment	Composition of Board	Duties of Board	Recommendation Reported by—
Industrial Welfare Commission of five appointed by the governor. At least one member shall be a woman.	If, after investigation, the Commission finds conditions unsatisfactory, it <i>may</i> call a conference.	Equal number of representatives of employers and employees in occupation, trade or industry in question, with a member of the Commission as chairman.	Shall report to the Commission (1) estimates of minimum wages, (2) maximum hours, (3) standards for conditions required under the law.	Majority.
State Wage Board of three appointed by the governor, one a representative of labor, another an employer. One shall be a woman.	Public hearings to be held if demanded, but no conference board provided for.			
Minimum Wage Commission of three appointed by governor.	If the Commission finds wages inadequate in any occupation, it <i>shall</i> establish a wages board.	Not fewer than six representatives of employers, an equal number of representatives of female employees, and not to exceed one-half the number for each of these as representatives of the public.	Shall report to Commission suitable wages for women, learners, apprentices, and minors after considering their needs, the financial condition of the occupation, and probable effect thereon of any increase in the minimum paid, together with names of employers paying less than the wage so determined.	Two-thirds majority.
Minimum Wage Commission of three—the commissioner of labor and two others appointed by the governor; one to be an employer of women, another a woman.	The Commission at its discretion <i>may</i> establish an advisory board in any occupation.	Equal number of representatives—from three to ten—of employers and employees and one or more—but not to exceed one-third of the total number—disinterested persons to represent the public.	Shall recommend an estimate of minimum wages sufficient for women and minors of ordinary ability, and for learners and apprentices.	"Majority of entire membership."
Minimum Wage Commission of four—the governor and three appointed by him. These to include the deputy commissioner of labor and the professor of political science at the State University. One to be a woman.	If Commission, after investigation, finds wages of a substantial number inadequate, it <i>shall</i> establish a wages board.	The three appointed members of the Commission, not less than three employers, and an equal number of representatives of the female employees.	Shall report to Commission suitable wages after considering the needs of the employees, the financial condition of the occupation, and the probable effect thereon of any increase in the minimum paid, together with the names of employers who pay less than the minimum wages recommended.	Two-thirds majority.
Industrial Welfare Commission of three appointed by the governor, one representing the employers, one the employees, and the other the public.	The Commission <i>may</i> establish conferences in trades where unsatisfactory conditions are found.	Equal number of representatives—not exceeding three—of employers and employees, and not more than three disinterested persons as representatives of the public.	May prescribe standards of hours of labor, sanitary conditions and wages, and report its recommendations to the Commission.	Majority.
Wages prescribed by statute.				
An Industrial Welfare Commission of five—the Commissioner of Labor and four others appointed by the governor. Persons who within five years have been members of a manufacturers' or employers' association or of a labor union are not eligible for appointment.	If, after investigation, the Commission finds wages and conditions unsatisfactory in any occupation, trade, or industry, it <i>shall</i> call a conference.	Equal number of representatives of employers and employees, one or more disinterested persons as representatives of the public—but not exceeding the number of representatives of each of the other parties—with a member of the Commission as chairman.	To recommend to the Commission "an estimate of the minimum wage adequate . . . to supply the necessary cost of living, and maintain the workers in health, and standards of conditions of labor demanded for the health and morals of the employees."	Majority.
Industrial Commission of three appointed by the governor.	If, after investigation, the Commission finds that the wages paid are less than a living wage, it <i>shall</i> appoint an advisory wage board.	"Selected so as fairly to represent employers, employees, and the public."	To "assist in investigations and determinations" of the Commission.	

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MINIMUM-WAGE LAWS IN THE UNITED STATES

STATE	HEARINGS, ETC.	REVIEW AND APPEAL	PERMITS TO SLOW WORKERS, ETC.
California (Chap. 324, Laws of 1913).	Commission to hold hearings at time and place specified, at least fourteen days' notice being given. Has power to subpoena witnesses, administer oaths, etc.	Mandatory order effective after sixty days. Published, mailed to county recorders and labor commissioner, and by him sent, so far as practicable, to employers affected. Review in Superior Court of three counties upon complaint filed within twenty days. May be set aside because (1) commission exceeded powers, or (2) determination procured by fraud.	Commission "may issue to a woman physically defective by age or otherwise a special license authorizing the employment of such licensee, for a period of six months [license renewable], for a wage less than such legal minimum wage, and the Commission shall fix a special minimum wage for such person."
Colorado (Chap. 110, Laws of 1913).	Board, after agreeing upon a wage determination, to give thirty days' notice of hearing by publication and to mail a copy "to the person, association, or corporation in the business." Has power to subpoena witnesses, call for books, etc.	Order effective after sixty days. To be published in the county or counties in which the business is located and mailed "to the person, association, or corporation engaged in said business." Appeal to District Court on ground that order is unlawful or unreasonable. Evidence limited to that presented to the Board.	Where time wages only are ordered, the Board may issue to a woman physically defective a permit to work for a lower wage, provided, it is not less than the special minimum fixed in the case.
Massachusetts (Chap. 706, Acts of 1912 as amended by chaps. 673 and 330, Laws of 1913).	If any recommendation by wages board approved, Commission shall hold hearing after giving not less than fourteen days' notice to employers affected.	Wage decree by Commission shall be published in at least four newspapers in each county of state. If any employer files sworn statement that compliance with decree would endanger prosperity of the business, its operation stayed until review. If the court finds that compliance with such decree would likely endanger prosperity of business, "an order shall issue from said court revoking the same."	Commission may issue a permit to a physically defective woman to work for less than the legal minimum rate, provided, that it is not less than the special minimum wage fixed for that person.
Minnesota (Chap. 547, General Laws of 1913).	Shall hold hearings. Has power to subpoena witnesses, administer oaths, etc.	Order to be effective after thirty days. To be mailed in so far as practicable to each employer affected. Upon request of approximately one-fourth of employers or employees in an occupation, Commission must reconsider rates.	Where time wage ordered, Commission may issue to a woman physically defective a permit to work for a lower specified wage. The number of such persons not to exceed one-tenth of the whole number of workers in any establishment.
Nebraska (Chap. 211, Laws of 1913).	If any recommendation of a wages board is approved, Commission shall hold hearing after not less than thirty days' notice to the employers affected.	Within thirty days of entering decree, Commission to publish material parts of its findings, together with the names of employers paying less than the minimum wage determined upon and the minimum wage paid by each such employer. If any employer files sworn statement that compliance with decree would endanger prosperity of the business its operation shall be stayed until review. If the court finds that compliance with such decree would likely endanger the prosperity of the business, "an order shall issue from said court revoking the same."	Where time wages only are ordered, Commission may issue a permit to a physically defective woman to work for less than the legal minimum, provided, that it is not less than the special minimum fixed in the case.
Oregon (Chap. 62, Laws of 1913).	May hold hearings. Has power to subpoena witnesses, administer oaths, etc.	Order effective after sixty days. To be mailed, in so far as practicable, to employers affected, and to be posted by them. Orders reviewed by court of Multnomah county only, and the Commission's findings as to facts final.	Where a minimum time wage is fixed, the Commission may issue to a woman physically defective, or crippled by age or otherwise, a license to work for a prescribed lower wage.
Utah (Chap. 63, Laws of 1913).			None provided for.
Washington (Chap. 174, Laws of 1913).	Commission to hold hearings. Has power to subpoena witnesses, administer oaths, etc.	Mandatory order issued by Commission effective after sixty days. To be mailed in so far as practicable to employers affected. Commissions' findings final as regards facts. Appeal on questions of law to any superior court.	Commission may issue to a woman physically defective or crippled by age or otherwise, or to an apprentice in such . . . occupation as usually requires to be learned by apprentices, a special license to work for a lower prescribed wage.
Wisconsin (Chap. 712, Laws of 1913).	Commission to hold hearings. Has power to subpoena witnesses, administer oaths, etc.	Commission's findings as regards facts final. Review upon appeal to Superior Court of Dane County. Appeal only on ground that Commission has exceeded its authority or that action was obtained by fraud.	"The Industrial Commission shall make rules and regulations whereby any female or minor unable to earn the living wage . . . shall be granted a license to work for a wage . . . commensurate with his or her ability." The license shall specify the wage.

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MINIMUM-WAGE LAWS IN THE UNITED STATES

ENFORCEMENT					MISCELLANEOUS PROVISIONS
Observance	Books and Records	Prosecution	Penalty	Recovery	
Mandatory.	Employer shall "keep a record of the names, ages, and residence addresses of all women and minors employed."	Complaint of underpayment may be registered by any person, "and the Commission shall investigate the matter and take all proceedings necessary to enforce the payment of a wage not less than the living wage."	Paying less than minimum wage fixed, a misdemeanor, punishable by fine of not less than \$50, or by imprisonment for not less than thirty days, or by both such fine and imprisonment.	Employee paid less than minimum applicable may recover in a civil action the unpaid balance, together with costs of suit, an agreement to accept less notwithstanding.	Annual appropriation of \$15,000 to carry out provisions of the act. Biennial reports to be made.
Mandatory.	None prescribed.	Justices of the peace have jurisdiction within their respective counties of all offenses arising under this act.	Violations of act or order a misdemeanor, punishable by fine not to exceed \$100, or by imprisonment not to exceed three months, or by both such fine and imprisonment.	Employee receiving less than the minimum wage applicable may recover in civil suit balance due, together with costs and attorney's fees, an agreement to accept less notwithstanding.	Appropriation of \$5,000 for carrying out provisions of the act. Report to November 30, 1914, to be made.
	Employer to keep register of names, ages, and addresses of all women and minors employed.	Commission from time to time to determine whether employers are obeying its decrees.	If decrees not complied with names of offending employers to be published in at least four newspapers, in each county of the state.		Annual reports to be made to the General Court.
Mandatory.	Employer to keep register of names and addresses and wages of women and minors employed; also hours employed per day or week.	Commission shall enforce provisions of the act and its orders.	Violations of act or order a misdemeanor, punishable by fine of from \$10 to \$50 or by imprisonment for from ten to sixty days.	Employee receiving less than minimum applicable may recover in civil suit the balance, with costs and attorney's fees, an agreement to accept less notwithstanding.	Annual appropriation of \$5,000 to carry out provisions of act. Biennial reports to be made.
	Employer to keep register of names and addresses of women and minors employed.	Commission from time to time to determine whether employers are obeying its decrees.	Names of employers not obeying decrees to be published.		Biennial reports to be made to the governor.
Mandatory.	Employer shall keep a register of the names, ages, and residence addresses of all women and minors employed.		Violation of orders punishable by fine of from \$25 to \$100, or by imprisonment for from ten days to three months, or by both such fine and imprisonment.	Employee receiving less than minimum wage applicable may recover in civil suit balance due, with reasonable attorney's fees, an agreement to accept less notwithstanding.	Annual appropriation of \$3,500 to carry out provisions of the act. Biennial reports to be made.
Mandatory.		Commissioner of Immigration, Labor and Statistics, to enforce act, but violations to be prosecuted by officers as in other misdemeanor cases.	Paying less than wage prescribed in the law a misdemeanor.		
Mandatory.	Employer to keep a record of all women and minors employed by him.	Commission to investigate complaints and to proceed in behalf of the workers.	Violation of any order or of any provision of this act a misdemeanor, punishable by fine of from \$25 to \$100.	Employee receiving less than wage fixed may recover in civil action the balance due, with costs and attorney's fees, an agreement to accept less notwithstanding.	Annual appropriation of \$5,000 to carry out provisions of the act. Biennial reports to be made.
Mandatory.	Employer shall keep a record of the names and addresses of all women and minors employed by him, and such other records as the Commission may require.	Commission to investigate complaints and "take all proceedings necessary to enforce the payment of a wage not less than the living wage."			